RESOLUTION AGREEMENT
Alamance-Burlington School System
OCR Case No. 11-24-1333

Alamance-Burlington School System (the District) agrees to fully implement this Resolution Agreement (Agreement) to resolve an allegation investigated in Office for Civil Rights (OCR) Case No. 11-24-1333. This Agreement does not constitute an admission by the District of a violation of Title VI of the Civil Rights Act of 1964 (Title VI) or any other law enforced by OCR.

Action Item 1: Anti-Harassment Statement

The District will issue a statement that it does not tolerate harassment based on race, color, or national origin to all students, parents, and staff at [redacted content] (the School) and will post the statement in prominent locations at the School and on the School's website. The statement will provide notice of the District's policy prohibiting harassment, encourage anyone aware of harassment to report it to the District, identify the process for filing harassment complaints, and note the District's commitment to conducting prompt and thorough investigations of harassment complaints. The statement will include contact information for the designated staff members to whom harassment may be reported. The statement will include the potential disciplinary consequences for those found to have engaged in harassment, note that supportive measures are available to those affected by harassment, and encourage students, parents, and staff to work together to prevent harassment. This statement may also include other protected classes such as sex and disability.

Reporting Requirements:

a. By September 15, 2024, the District will submit to OCR for review and approval a copy of the proposed statement.

b. Within 30 calendar days of receiving OCR's approval, the District will provide documentation to OCR of its publication of the statement. This documentation will include, at a minimum, a copy of the notification (i.e., email), the links for the location on the School's website where the statement is published, and a description of all publications in which the statement is placed.

Action Item 2: Staff Training

The District will provide training to all teachers, administrators, and staff at the School on responding to racial harassment. The training will cover the District's obligation to investigate and address racial harassment, including appropriately reporting and responding to incidents of harassment, determining whether harassment created a hostile environment for affected students, offering and providing supportive measures to affected students, and implementing non-disciplinary remedies where appropriate, such as taking broader corrective actions to address a more widespread hostile environment.

Reporting Requirements:

a. By September 15, 2024, the District will submit to OCR, for OCR's review and approval, a copy of the proposed training materials and the name(s), position title(s), and qualifications of the individual(s) who will conduct the training.

b. Within 60 calendar days of receiving OCR's approval, the District will conduct the training and provide verification to OCR, including: (a) the date(s) of the training session(s); and (b) a sign-in sheet with the names, signatures, and position titles of the individuals who participated in each training session.

Action Item 3: Racial Harassment Reports

The District will provide, for OCR's review, a chart of all reports of racial harassment at the School during the 2023-2024 and 2024-2025 school years. The chart will include for each incident a description of the alleged harassment, the names of the alleged harassers, the names of the targets of the harassment, the names of any witnesses and whether they were interviewed, the investigative steps taken by the District, any supportive measures provided, the outcome of the investigation, the date and manner by which the parties were notified of the outcome, and any discipline that was imposed on the parties involved. The District will also include an assessment of whether any incidents reported during each school year created or contributed to a racially hostile environment, and if so, will consider whether any broader measures regarding school climate are necessary (e.g., climate survey, age-appropriate information programs). OCR reserves the right to request additional information, including any notes, interview statements, or investigative reports.

Reporting Requirements:

a. By September 15, 2024, the District will provide OCR with a chart of all reports of racial harassment at the School during the 2023-2024 school year as described in Action Item 3 for OCR's review and approval. The District will also provide, for OCR's review and approval, information regarding its assessment of whether the reported incidents created or contributed to a racially hostile environment at the School and, if so, the District's planned steps to ameliorate the racially hostile environment and prevent its recurrence. If additional steps are deemed necessary, the District will complete such steps by November 1, 2024, and, within 30 days of completion, provide documentation to OCR that it has done so.

b. By September 15, 2025, the District will provide OCR with a chart of all reports of racial harassment at the School during the 2024-2025 school year as described in Action Item 3 for OCR's review and approval. The District will also provide, for OCR's review and approval, information regarding its assessment of whether the reported incidents created or contributed to a racially hostile environment at the School and, if so, the District's planned steps to ameliorate the racially hostile environment and prevent its recurrence. If additional steps are deemed necessary, the District will complete such steps by November 1, 2025, and, within 30 days of completion, provide documentation to OCR that it has done so.

Action Item 4: Individual Remedies

The District will evaluate whether any measures or corrective actions are needed for the Student or for other students to address or remedy the effects of incidents reported by the Complainant, which

occurred on [redacted content], and will promptly take any measures or corrective actions it determines are appropriate.

Reporting Requirements:

a. By September 15, 2024, the District will provide to OCR, for OCR's review and approval, the results of its review and any proposed plan to provide responsive measures or corrective actions.

b. Within 30 calendar days of OCR's approval, the District will implement the approved plan and will provide evidence of the completed actions to OCR.

By signing this Agreement, the District agrees to provide data and other information in a timely manner in accordance with the reporting requirements of the Agreement. During the monitoring of this Agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement.

The District understands that OCR will not close the monitoring of this Agreement until such time as OCR determines that the District is in compliance with the terms of the Agreement and with Title VI and its implementing regulation at 34 C.F.R. Part 100.

The District understands that OCR may initiate administrative enforcement proceedings or refer the case to the Department of Justice for judicial proceedings to enforce the specific terms of this Agreement and the applicable statute(s) and regulation(s). Before initiating such proceedings, OCR will give the District written notice of the alleged breach and 60 calendar days to cure the alleged breach.

By: /s/ Date: August 16, 2024
Kristy Davis, Chief Student Services Officer